

# Position Description

Read each heading carefully before proceeding. Make statements simple, brief, and complete. Be certain the form is signed. Send the original to the Office of Personnel Services.

CHECK ONE:     NEW POSITION             EXISTING POSITION

Agency  
Number

**Part I - Items 1 through 12 to be completed by department head or personnel office.**

629

1. Agency Name DCF		9. Position No. K0060254	10. Budget Program Number	
2. Employee Name (leave blank if position vacant)			11. Present Class Title (if existing position) Application Developer III	
3. Division ITS			12. Proposed Class Title	
4. Section Application Development		For Use By Personnel Office	13. Allocation	
5. Unit Application Development – CSS			14. Effective Date	
6. Location (address where employee works)  City Topeka                      County Shawnee			15. By	Approved
7. (circle appropriate time) Full time X      Perm.      Inter. Part time      Temp.      %		Office	16. Audit Date:                      By: Date:                      By:	
8. Regular hours of work: (circle appropriate time)  FROM: 8 AM To: 5:00 PM			17. Audit Date:                      By: Date:                      By:	

Position  
Number  
K006025  
4

**PART II - To be completed by department head, personnel office or supervisor of the position.**

18. If this is a request to reallocate a position, briefly describe the reorganization, reassignment of work, new function added by law or other factors which changed the duties and responsibilities of the position:

19. Who is the supervisor of this position? (person who assigns work, gives directions, answers questions and is directly in charge)?

Name	Title	Position Number
Bill Tillman	Application Development Supervisor	K0049230

Who evaluates the work of an incumbent in this position?

Name	Title	Position Number
Bill Tillman	Application Development Supervisor	K0049230

20. a) How much latitude is allowed employee in completing the work? b) What kinds of instructions, methods and guidelines are given to the employee in this position to help do the work? c) State how and in what detail assignments are made.

- a) Employee has considerable latitude in developing goals and in setting progress and project deadlines to meet business goals and outcomes.
- b) Assignments are given in the form of overall objectives for business outcomes.
- c) Assignments are made via ClearQuest. If additional information is needed, the business analyst will coordinate a meeting to further gather requirements.

21. Describe the work of this position using the page or one additional page only. (Use the following format for describing job duties):

**What** is the action being done (use an action verb); **to whom** or **what** is the action directed (object of action); **why** is the action being done (be brief); **how** is the action being done (be brief). For each task state: Who reviews it? How often? What is it reviewed for?

**Number Each Task and Indicate Percent of Time and Identity each function as essential or marginal by placing an E or M next to the % of time for each task.** Essential functions are the primary job duties for which the position was created and that an employee must be able to perform, with or without reasonable accommodation. A marginal function is a peripheral, incident of minimal part of the position.

No. Each Task and Indicate Percent of Time	E or M	
1 15%	E	<p>Learn and document processes using Visual Studio C#, ASP.NET, SSRS, DB2.            Develop knowledge and understanding of mainframe systems that .Net applications interact with.            Work collaboratively and assist the team lead in working with Data Center/Computer Operations, outside agencies, third parties and business area staff to resolve problems/issues.            Provide support during normal work hours for testing work efforts.            Assist lead in keeping documentation up-to-date and accurate to enable ITS staff to effectively maintain/support/enhance schedules/processes.            Developer will be evaluated on coordination and collaboration with work effort team members (including 3<sup>rd</sup> party/outside agency contacts, Data Center staff, testing staff, development staff, etc.); accuracy, currency and existence of appropriate batch documentation; and compliance with policies/procedures/instructions/directions relative to performing support duties.</p>
2 5%	E	<p>Participate in project planning for information system applications in area of responsibility.</p>
3 20%	E	<p>Analyze, design, develop and support information system applications.            Deliver work that is on time and that meets the business area deliverables agreed upon during the requirements gathering phase of the work effort.            Deliver excellent customer service by designing, developing and testing code that provides functionality to meet or exceed business area needs.            Work collaboratively with the business area, the business analyst to lead and/or execute assigned work requests and problem reports.            A service request is created by the business area in ClearQuest and is assigned to the developer by a lead/supervisor. The developer prepares a high level estimate of the work effort involved. Requirements are gathered by the business analyst. The developer then analyzes and designs software to meet requirements.            Developer may lead/execute construction efforts. Once construction is complete, the developer then proceeds to the testing phase of the development life cycle. Developer will be evaluated on meeting requirements, meeting work effort target dates/deadlines, managing work efforts of other development resources (when leading work efforts), installation success and coordination and collaboration with work effort team members.</p>
4 10%	E	<p>Test information system applications: Work collaboratively with the testing unit to deliver excellent customer service by testing code to ensure it provides functionality to meet or exceed business area needs. Developer performs unit test on coding changes. Results are verified by the testing group. The business partner is then notified to review the test results. Once the business area is satisfied that requirements have been met, they sign-off to proceed with migration to production. Developer will be evaluated on meeting requirements, meeting work effort target dates/deadlines, managing work efforts of other development resources (when leading work efforts), installation success and coordination and collaboration with work effort team members.</p>
5 15%	E	<p>Research and resolve technical issues/questions related to area of responsibility as assigned. Prepare queries and do research to answer business questions. Issues and questions may arise from system problems (abends, inappropriate functionality) and/or business area requests. The procedure to resolve will vary based on the issue/question raised. Developer will be evaluated on whether or not the issue/question is successfully</p>

resolved/answered, the effort/accountability of the developer in researching/analyzing the problem, resolution time. Apply production data fixes. A help desk call is initiated from the field. A problem report is then generated in ClearQuest, and an email notification is sent to the programmer. At that point, the programmer researches the problem and takes appropriate action to rectify the problem. The help desk technician is then notified that the correction has been made, the field is notified, and the problem report is closed. Developer will be evaluated on whether or not the issue/question is successfully resolved/answered, the effort/accountability of the developer in researching/analyzing the problem, resolution time.

6 25% E

Mentor co-workers in business and development processes such as C#/.NET development, Software Development Life Cycle, work plans, BA process, etc. Mentoring is an on-going task and will be reviewed by supervisor on a minimum of a quarterly basis, getting feedback from Mentor, mentoree(s), business partners and ITS tester(s) and BA(s). Performance will be evaluated on effort/accountability of mentor, execution of a mentoring plan (proposing and following up on ideas for how to better mentor others) & new staff progress in learning new systems and ability to complete increasingly more complex work efforts/tasks.

7 10% M

Ensure system documentation is prepared and updated as assigned projects, problem reports, work requests and service requests are implemented to allow for effective maintenance/support/enhancement of assigned systems. Documentation should be created/updated as part of each project, service request, problem report and/or work effort. Documentation may be reviewed by a supervisor, lead or business area associate. Documentation will be reviewed for accuracy, completeness and whether it is sufficient to provide information to effectively support/maintain/enhance the associated software. Complete timesheets, provide work status, and attend team status meetings.

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22. a. If work involves leadership, supervisory, or management responsibilities, check the statement which best describes the position:
- ( ) Lead worker assigns, trains, schedules, oversees, or reviews work of others.
  - ( ) Plans, staffs, evaluates, and directs work of employees of a work unit.
  - ( ) Delegates authority to carry out work of a unit to subordinate supervisors or managers.

b. List the names, class titles, and position numbers of all persons who are supervised directly by employee on this position.

<b>Name</b>	<b>Title</b>	<b>Position Number</b>
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23. Which statement best describes the results of error in action or decision of this employee?

- Minimal property damage, minor injury, minor disruption of the flow of work.
- Moderate loss of time, injury, damage or adverse impact on healthy and welfare of others.
- Major program failure, major property loss, or serious injury or incapacitation.
- Loss of life, disruption of operations of a major agency.

Please give examples.

System may not be able to function to meet business needs and mandates, resulting in fines and other penalties. May not be able to transmit data to appropriate parties, thus disrupting their processes and resulting in fines and other penalties being imposed for the business program area. Lack of system enhancements to meet future business/client needs. System functionality will not evolve/improve and may degrade. Lack of permanent fixes (such as additional editing) will allow poor data and poor data processing quality, which will necessitate the need for a developer and/or business area associate(s) to spend a large portion of time doing data fixes, resulting in a more manual, less automated data collection/processing process. The business area and their contracted partners may not be able to perform their data entry functions and data integrity is at stake. Business may be unable to get timely information to provide answers for legislators and services for clients. Lack of repairs for common system issues/failures could render the system useless and impact patient quality of care. Failure to enhance/repair the system could result in financial penalties or loss of funding for not meeting state and/or federal mandates.

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24. For what purpose, with whom and how frequently are contacts made with the public, other employees or officials?

<u>Who?</u>	<u>How Often?</u>	<u>Purpose?</u>
Fellow Developers	As needed	Support & Collaboration to meet essential and non-essential job functions
Supervisor	Weekly, or as needed.	Collaboration, Status Updates, direction/goal setting, feedback
DBA/Tools Group	As needed	Collaboration to meet essential job functions
Business Analyst/PM	As needed	Collaboration and clarification to meet essential and non-essential job functions
Testers	As needed	Transition to acceptance test phase. Collaboration and clarification to meet essential job functions
Help Desk Analyst	As needed	Help desk ticket assignments, clarification, close-outs
Server/Network Team	As needed	Support & Collaboration to meet essential and non-essential job functions
Business Users	As needed	Collaboration & for clarification of business requirements to meet essential & non-essential job functions

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25. What hazards, risks or discomforts exist on the job or in the work environment?

Normal environmental conditions of typical modern offices. Little physical exertion is required.

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26. List machines or equipment used regularly in the work of this position. Indicate the frequency with which they are used:

Daily use of laptop/desktop p.c., printer/copier.

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**PART III - To be completed by the department head or personnel office**

27. List in the spaces below the minimum amounts of education and experience which you believe to be necessary for an employee to begin employment in this position.

Education - General

Successful completion of 24 hours in computer science coursework or certification and three years' experience coding, testing, and debugging application programs or four years' experience coding, testing, and debugging application programs. Education may be substituted for experience as determined relevant by the agency.

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Education or Training - Special or professional

See Education - General

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License, certificates and registrations

See Education - General

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Special knowledge, skills and abilities

See Education - General

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Experience - Length in years and kind

See Education General

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**28. SPECIAL QUALIFICATIONS**

State any additional qualifications for this position that are necessary either as a physical requirement of an incumbent on the job, a necessary special requirement, a bona fide occupational qualification (BFOQ) or other requirement that does not contradict the education and experience statement on the class specification. A special requirement must be listed here in order to obtain selective certification.

Preferred education or experience that may be used to screen applicants.

- Minimum three to five years' work experience at an advanced level in programming, system/program analysis and systems/database design.
- Experience performing enhancements, maintenance and debugging using Visual Studio, C#, ASP.NET, SQL Server, SSRS, TFS in a data processing environment.
- Course work or experience in Mainframe TSO, CA:Gen (COOL:Gen), COBOL, NATURAL, OS MVS JCL, CICS is helpful.
- Experience with DB2 or a relational database.
- Experience supporting automated processes/schedules.
- Experience at leading others in medium to large (> 6 months of effort) applications programming, systems analysis and design work efforts.

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Signature of Employee

Date

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Signature of Personnel Official

Date

**Approved:**

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Signature of Supervisor

Date

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Signature of Agency Head or  
Appointing Authority

Date